



DEFENSE FINANCE AND ACCOUNTING SERVICE
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JAN 29 2004

DFAS-DFM

MEMORANDUM FOR DIRECTOR, MILITARY PAY OPERATIONS, DEFENSE
FINANCE AND ACCOUNTING SERVICE (PM/CL)

SUBJECT: Interim Change to the DoDFMR, Volume 7A, Regarding Hazardous Duty
Incentive Pay for Maritime Visit, Board, Search and Seizure (DFAS Item L-12)

Attached is Interim Change 03-04 to Chapter 24 of the Department of Defense Financial Management Regulation (DoDFMR), Volume 7A. The portion of this change that adds maritime visit, board, search and seizure to the list of duties that qualify for Hazardous Duty Incentive Pay has an effective date of January 1, 2002. Additionally, this change re-titles the chapter, clarifies existing policy and removes certain paragraphs that are obsolete and no longer pertinent.

We have evaluated your comments on the proposed change and included your comments where appropriate. Assignment of the interim change number is your authority to initiate procedural modifications to implement this change. Use the attached to initiate the formal change to the DoDFMR, Volume 7A.

for Gloria D. Harris
Jerry S. Hinton
Director for Finance

Attachment:
As stated

cc: OUSD(C)(ODCFO)(FP)
DUSD(MPP)(Comp)
ODGC(F)
Service Liaisons
USCG/NOAA/PHS Liaisons
DFAS-DDM/CL
DFAS-GAM/DE
DFAS-PMA/CL
DFAS-PMJE/DE

**Hazardous Duty Incentive Pay
for Maritime Visit, Board, Search and Seizure**

1. Change the title for Chapter 24 to:

Incentive Pay-Hazardous Duty Other than Aerial Flights

2. Add a new section to the Table of Contents as follows:

2410 Maritime Visit, Board, Search and Seizure (VBSS) Duty

3. To subparagraph 240101.C, add the following:

11. Duty involving maritime visit, board, search and seizure operations.

4. Add a new section, numbered 2410, to read as follows:

2410 MARITIME VISIT, BOARD, SEARCH AND SEIZURE (VBSS) DUTY

241001. Entitlement

A. Conditions of Entitlement. A member of a uniformed service who is entitled to basic pay is also entitled to incentive pay for hazardous duty involving regular participation as a member of a team conducting visit, board, search, and seizure operations aboard vessels in support of maritime interdiction operations.

B. Duty Involving Maritime VBSS. Navy has established that in order to qualify for HDIP for any month under this section a member must:

1. be assigned for an entire month to a billet designated as requiring frequent and regular participation in visit, board, search and seizure operations,
2. be properly trained for the VBSS billet,
3. participate in a minimum of three boarding missions (excluding training exercises) during each month of qualification.

5. Add VBSS to Table 24-1, Rule 2, Column A, to make it read: parachute, flight deck or VBSS.

6. Add VBSS to Table 24-2, Rule 2, Column A, to make it read: flight deck, demolition, experimental stress, toxic fuels, toxic pesticides, dangerous viruses, handling chemical munitions, or VBSS.

7. Add VBSS to Table 24-5, Rule 10, Column B, to make it read: demolition, flight deck, experimental stress, toxic fuels, toxic pesticides, dangerous viruses, handling chemical munitions, or VBSS.

8. Remove obsolete paragraphs, clarify existing policy, and renumber paragraphs in section 2401 as follows:

a. Remove the last two sentences in subparagraph 240102.A, which restrict payment of regular parachute pay simultaneously with HALO parachute pay and include the restriction in the rewrite of paragraph 240103, below.

b. Renumber paragraph 240105 as 240103 to place it in more logical sequence. Additionally, delete the existing subparagraph 240105.A as obsolete, move subparagraph 240105.C to the end of existing paragraph 240103 (becomes new subparagraph 240104.D), and clarify concurrent HDIP entitlements by adding new subparagraphs 240103.B, C and D. The new 240103, including editorial corrections, will read as follows:

240103. Multiple Payments of Hazardous Duty Incentive Pay. Members, who qualify for incentive pay for more than one type of hazardous duty, may receive no more than two payments for the same period. Dual hazardous duty incentive pay is limited to those members required by orders to perform specific multiple hazardous duties necessary for successful accomplishment of the mission of the unit to which assigned. Members must meet minimum requirements for each hazardous duty, unless excepted as provided in subparagraph 240104.D, below.

A. Types of Duties That Qualify Member for Dual Payments of Hazardous Duty Incentive Pay. (See also subparagraph 220111.B of this volume.)

1. Members assigned to units who are required to perform parachute jumps in addition to and in connection with explosive ordnance demolition duties.

2. Air Force pararescue team members placed on orders to perform duties as both crew members and parachutists.

3. Other combinations of hazardous duties for which dual payment of incentive pay are authorized by the Secretary of the Military Department concerned.

B. Aviation Incentive Pays and Hazardous Duty Incentive Pay. Officers entitled to Aviation Career Incentive Pay (ACIP) and enlisted members entitled to Career Enlisted Flyer Incentive Pay (CEFIP), may receive not more than two types of HDIP under the provisions of this chapter provided the conditions for entitlement have been independently met. Officers and enlisted members entitled to HDIP for flying duty (in lieu of ACIP or CEFIP), may

receive not more than one other HDIP under the provisions of this chapter provided the conditions for entitlement have been independently met.

C. Restriction with Regard to Parachute Duty. Only one type of parachute duty payment (regular or HALO) is authorized for a qualifying period. When a member qualifies for both types of parachute duty, the higher rate of pay is authorized.

D. Restriction with Regard to Flight Deck Duty. See subparagraph 240301.D, below.

c. Renumber paragraph 240103 as 240104 to place it in more logical sequence. Additionally, move existing subparagraph 240105.C, to become the new subparagraph 240104.D. The new 240104, including editorial corrections, will read as follows:

240104. Injury or Incapacity Resulting From Performance of Hazardous Duty. When a member, who is required to perform hazardous duty, is injured or otherwise incapacitated as a result of performing such duty, he or she is considered to have met the requirements for that duty during the incapacity, but for not longer than 3 months. Appropriate medical authority determines the cause of the incapacity and the dates thereof.

A. When To Start the 3-Month Entitlement Period. (See Table 24-1.)

B. Hazardous Duty for Definite Period. When a member has been placed on hazardous duty for a definite period and is entitled to incentive pay while incapacitated as a result of performance of such duty, incentive pay may not normally be paid beyond the ending date of the duty period stated in the orders. When evidence, however, is furnished that the member would have continued in the hazardous duty status had it not been for the incapacity, incentive pay may be paid beyond the ending date of the duty stated in the orders.

C. Change of Station for Medical Treatment. See Table 24-2 for effect of permanent change of station. Temporary duty or temporary additional duty orders which specify a member's return to a permanent station do not affect assignment or attachment to the hazardous duty. A member ordered to a medical facility under such orders continues to be entitled to incentive pay during incapacity for no more than 3 months.

D. Injury or Incapacity While Performing Dual Hazardous Duties. If members, required to perform more than one hazardous duty, are injured or otherwise incapacitated as a result of either of those duties, they are entitled to dual incentive pay during the incapacity but for no longer than 3 months. If not entitled to dual incentive pay at the time of the incapacity, they are entitled to the type of incentive pay they were receiving at the time of the incapacitation. The beginning date of the 3-month period must be determined separately for each type of incentive pay. Use paragraph 220106 of this volume or Table 24-1, as applicable, to determine the 3-month period separately for each incentive pay.

d. Renumber paragraph 240104 as 240105 to place it in more logical sequence.

e. Remove paragraphs 240106 through 240108. Renumber paragraph 240109 as 240106 and paragraph 240110 as 240107.

9. Change the cross reference in Chapter 22, subparagraph 220111.B from "subparagraph 240105.B" to "subparagraph 240103.A".

10. Change the bibliography as follows:

a. Remove all citations of existing Presidential Executive Orders (e.g. EO xxxxx, [date]) throughout the bibliography for the entire chapter. Establish new citations for paragraph 240101 as applicable to the general entitlement of all HDIP types, to read as follow:

2401-General Provisions

240101

OUSD(P&R) Memo,
June 16, 2003
EO13294,
March 28, 2003

b. Renumber paragraph references of 240103 to 240104, 240103.C to 240104.C and 240105 to 240103.

c. Remove the paragraph reference and citations for the following: 240105.A, 240105.D, 240106, 240107 and 240108.

d. Add a new entry for VBSS to read as follows:

2410-Maritime Visit, Board, Search
and Seizure

241001

CNO Memo,
November 3, 2003